ONE MINNEAPOLIS

A Call to Action!

According to data from a recent report by the Minneapolis Foundation commissioned from Wilder Research, Minneapolis faces costly racial disparities in education, jobs, housing, justice, and other critical areas. The full report (available at ***OneMinneapolis.org***) shines a light on the shocking and unacceptable differences in how Minneapolis residents are faring on the most essential indicators of a healthy and productive life. These challenges severely curtail our chances for regional vitality and run counter to our values of fairness and opportunity.

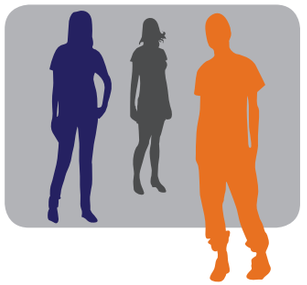
In an attempt to address these challenges, The Advocates for Human Rights, the University of Minnesota Human Rights Center, and the Minneapolis Department of Civil Rights held the One Minneapolis Call to Action Conference on Friday, December 2, 2011, at the Minneapolis Convention Center.

During the conference over 200 participants - including civil/human rights professionals, advocacy organizations, community leaders, elected officials, law firms, corporations, educators, students, nonprofit organizations and local business owners - talked honestly about what the findings say about and mean for our city.

In separate panel discussions, experts from government, business, non-profit, and the community looked at disparities in five different focus areas - education, criminal justice, business and entrepreneurship, housing, and employment. Panelists discussed the severity of the disparity in each of the areas, potential causes, and best practice solutions currently being utilized around the region that will bring an end to the divide.

During each of the panel discussions, The Advocates for Human Rights recorded the identified causes of racial disparities in the various areas using a tool called a "problem pyramid." The problem pyramid is part of *Discover Human Rights: A Human Rights Approach to Social Justice Work*, a framework of analysis developed by The Advocates for Human Rights. ***This human rights approach uses the standards, principles, and methods of human rights to combat legal, social, economic and political injustices.***

A human rights approach addresses root causes of problems, ensures that marginalized groups (who historically have been targets of civil/human rights violations and abuses) are protected; promotes accountability by responsible authorities; and empowers rights-holders to effectively claim their rights. To learn more about the how to apply the human rights approach in your work see the manual *Discover Human Rights: A Human Rights Approach to Social Justice.* Available for download at *http://discoverhumanrights.org/training.html*.



We all know there are no easy fixes to the human rights violations resulting from racial disparities. Complex historical and social forces, problems with legal and economic systems, and the simple lack of resources, among many other factors, contribute to the problem. The problem pyramid helps us look deeply and systematically at the issues to answer the question: ***why are the human rights of a particular segment of the population being violated?***

In addition to identifying the causes of human rights violations, the problem pyramid helps us see opportunities for building alliances with others.

***Immediate causes*:** the needs that are not being addressed or the human rights violations that are occurring.

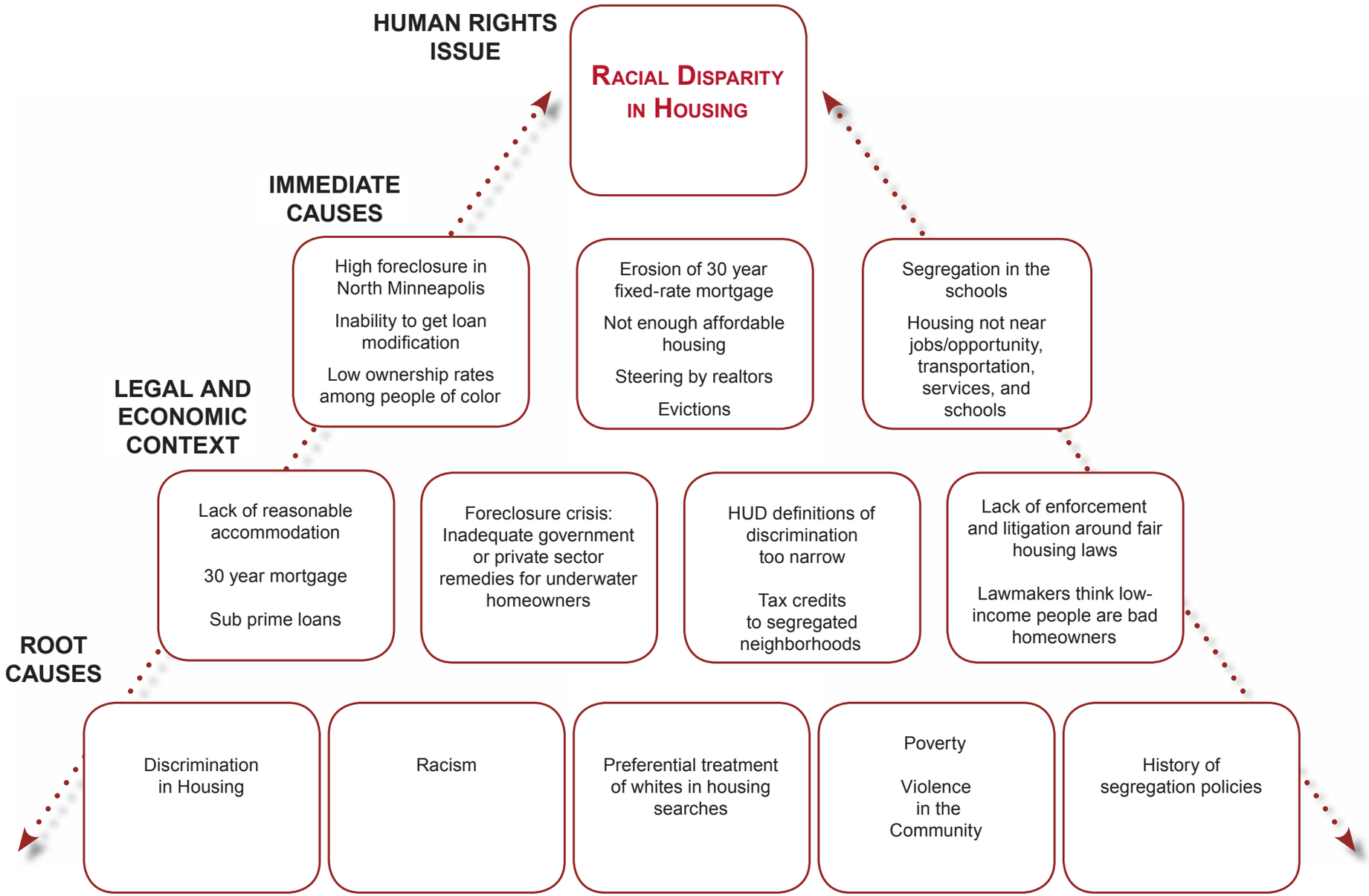
Legal and economic context: the policies, laws, and resource constraints that are leading to unmet needs and rights violations. These changes often require interventions that take significant time to obtain results.

Root/structural causes: societal attitudes and behaviours, cultural forces, and political and economic systems that perpetuate unequal laws and ongoing rights violations. They require long-term interventions to change and may be widespread or deep-rooted problems.

The following pages show the results from the problem pyramids created in each of the different panel discussions including housing, criminal justice, business and entrepreneurship, employment, and education. As you review each of the problem pyramids, you will notice that disparity in each of the focus areas can be traced to the same causes and in turn, the solutions to overcome disparity also look similar regardless of the issue (see table on page 14-15).

The One Minneapolis conference was a great start to beginning the discussion on how to address disparity in Minneapolis. We hope this exercise can be used as a launching pad for further discussion on how we can move forward in bringing an end to the inequality and injustice in our city.

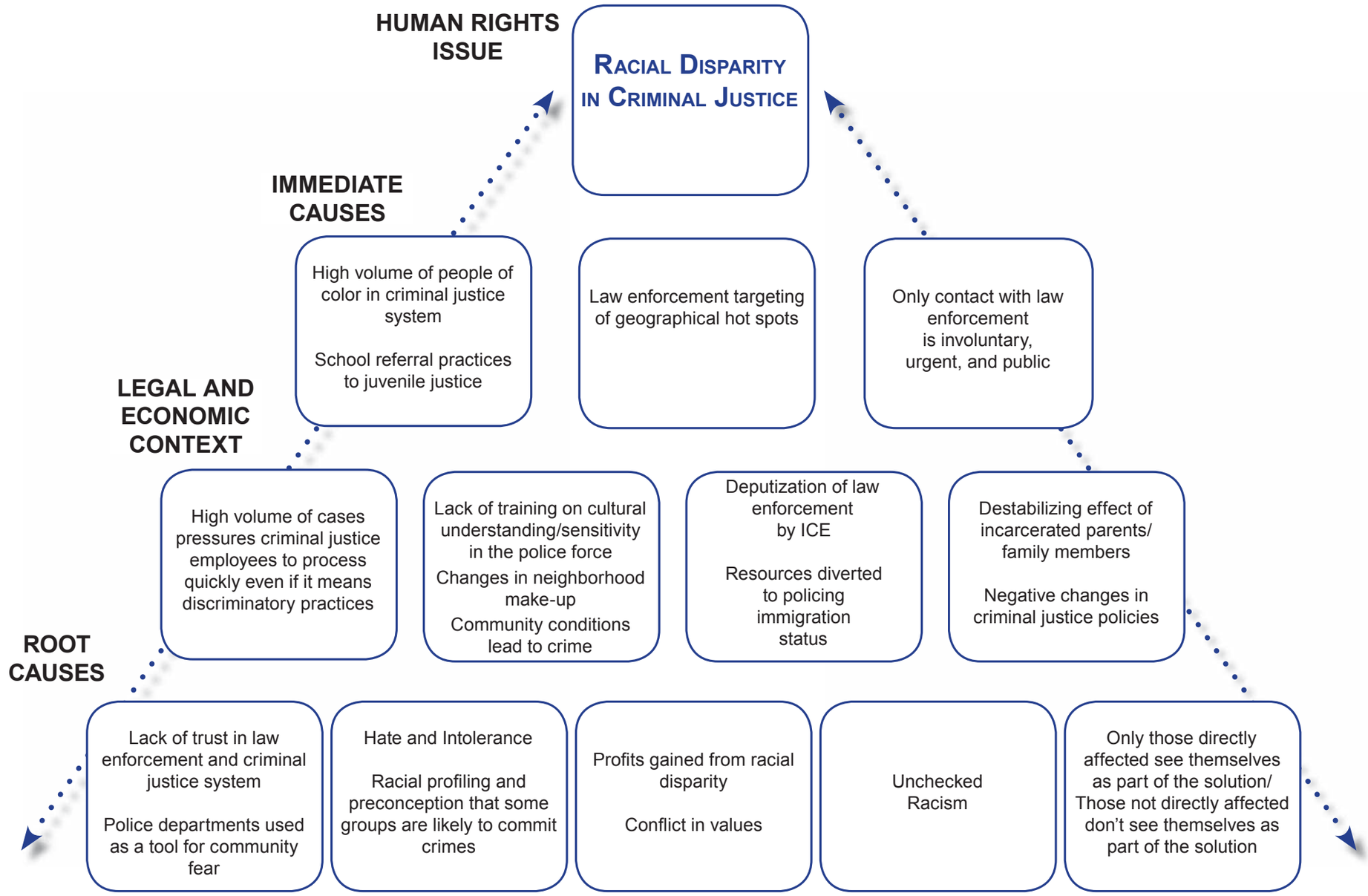
Racial Disparity in Housing



Potential Solutions

- Address single-race charter schools
- Housing policy needs to integrate our schools
- Construct housing near public transit
- Policies that put subsidized housing into integrated areas
- Adopt affirmative action marketing plan to combat steering
- More litigation of fair housing violations
- Adopt equal opportunity policy
- Enforce fair housing laws
- Employee performance evaluations

Racial Disparity in Criminal Justice



Potential Solutions

- Asset-based community building model (versus problem-based)
- Create opportunities outside of law enforcement system for cultural exchange and communication between law enforcement and community
- Family Strengthening Project
- Diagnose and treat mental illness and addiction
- Second Chance Coalition
- U-Visa for immigrants who are victims of crime - builds community trust
- "Build a bigger boat" - change conversation to include everyone not just those directly involved
- Public Policy change -"Ban the box" in application process
- Higher Education Notice Act
- Change perspective from reducing the numbers to addressing the cause
- Reduce community dependence on law enforcement
- Educate public about incarceration and expungement

Racial Disparity in Business and Entrepreneurship

HUMAN RIGHTS ISSUE

Racial Disparity in Small Business and Entrepreneurship

IMMEDIATE CAUSES

- Lack of minority business entrepreneurs
- Low self-employment in communities of color
- Decrease in number of contractors of color
- MN has low state rating for percentage of minority owned businesses

LEGAL AND ECONOMIC CONTEXT

- Lack of collateral
- Lack of access to capital for communities of color
- Little access to opportunity due to capacity and size
- Private and public sector lack mandates
- Poor availability of technical assistance
- Social circumstances that negatively affect opportunities
- Poor agency enforcement
- Loan restrictions
- Generational gaps in industries do not pass on to small minority businesses
- Banks or lenders discriminate on basis of credit score
- Competition for resources
- Lack of available bids

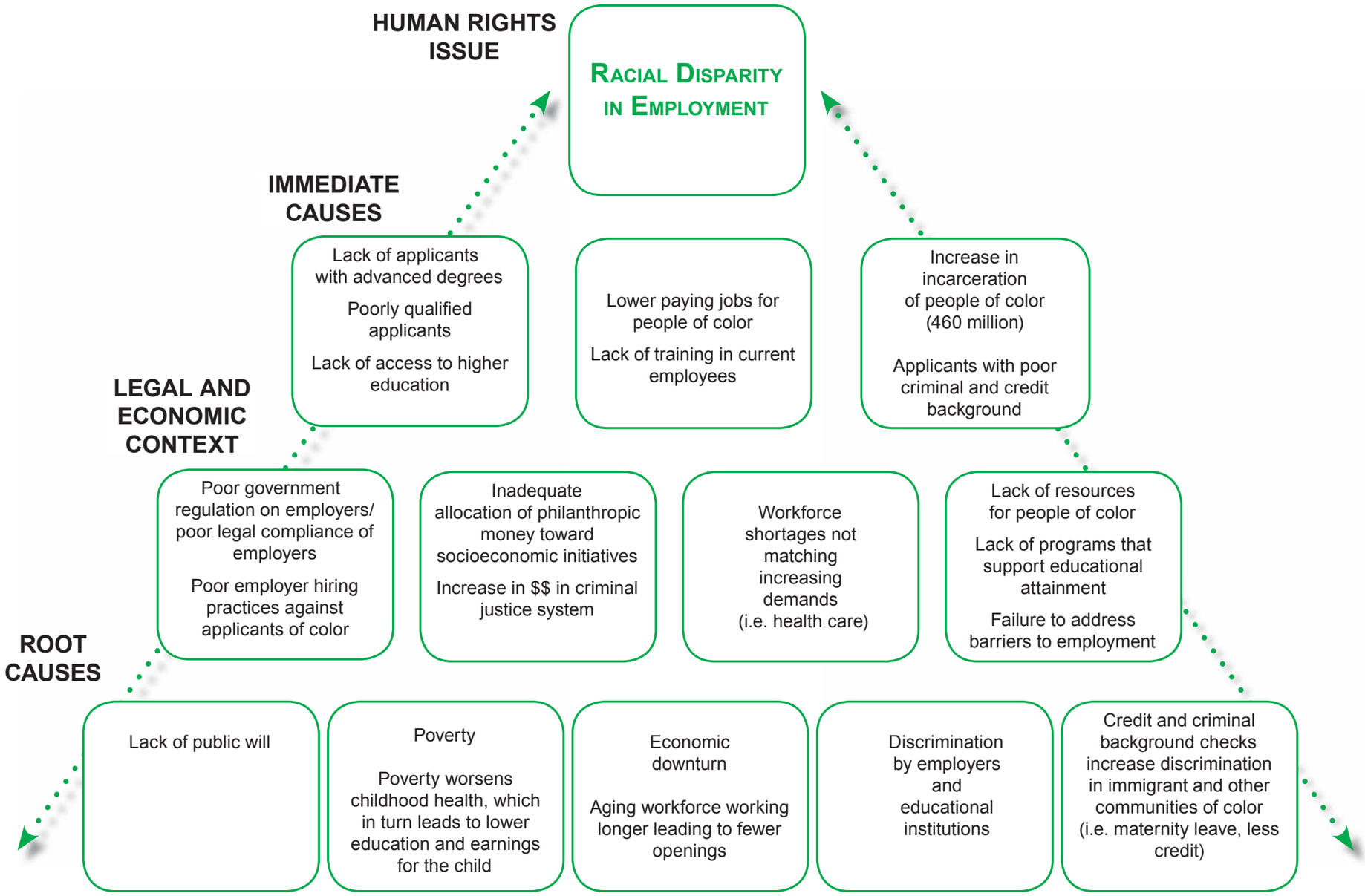
ROOT CAUSES

- Economic disparities disproportionately affect communities of color
- Hiring disparities in different industries e.g.. construction and health care
- Nepotism Generational privilege
- Bias against minority-owned businesses
- Historical context rooted in discrimination

Potential Solutions

- Measure impact and progress of specific communities of color in regions throughout the state on economic indicators
- Increase access to capital - micro-grants, micro-loans
- Survey progress and disparities of minority-owned businesses
- Promote online bidding system for better access to opportunities
- Training and development program for minority entrepreneurs (ex. MEDA)
- Build relationships between minority clients and larger corporations and local ethnic minority associations
- Create lending and financing programs for minority entrepreneurs
- Invest in diverse entrepreneurs and ethnic economies
- One on One business consulting
- Compliance contracts with cities and minority-owned businesses to set standards
- Meet and greet and build relationships
- Network between cities and minority-owned businesses
- Provide ongoing support for minority entrepreneurs (eg loan assistance)
- Leverage spending power through government programs

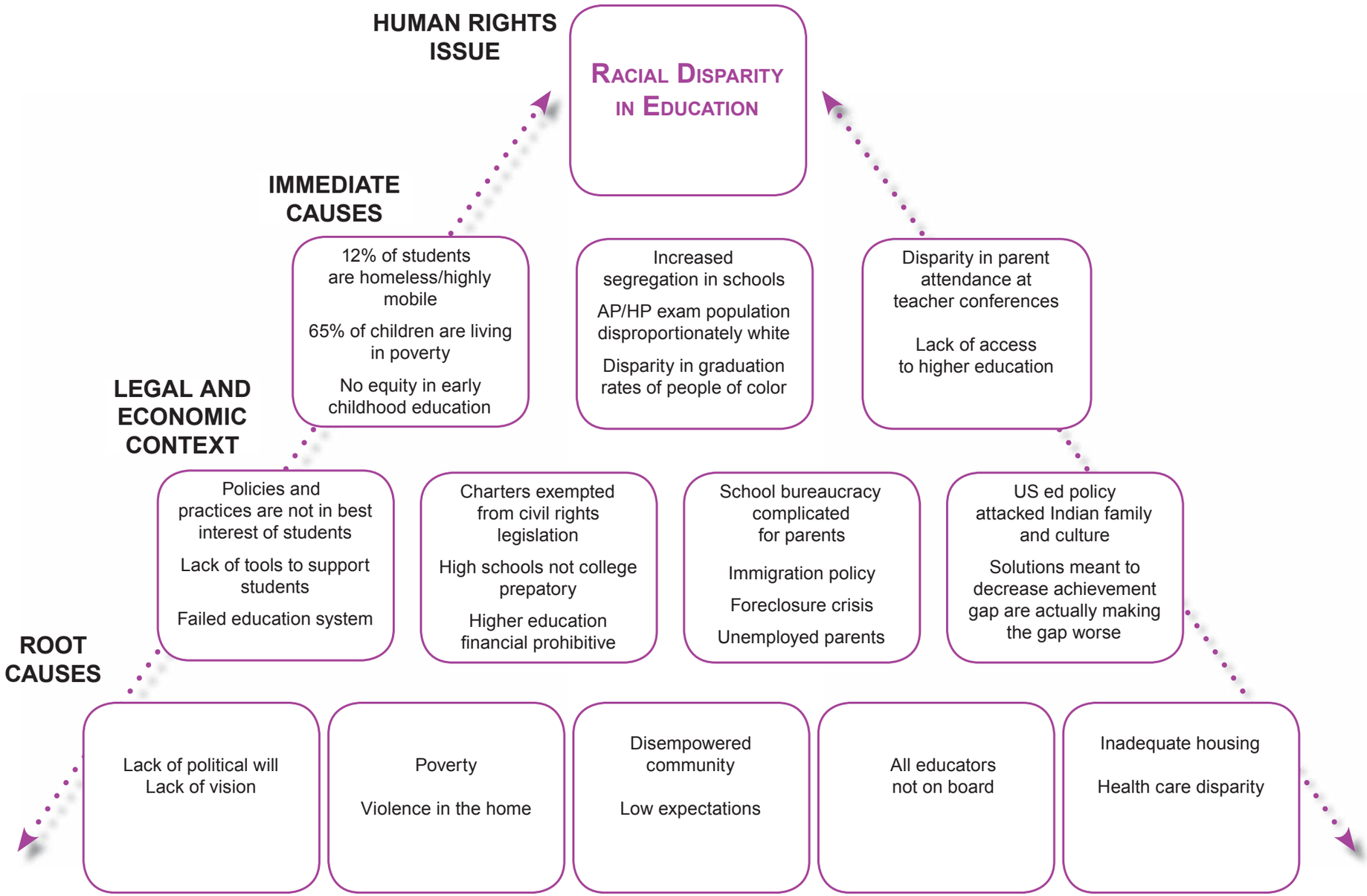
Racial Disparity in Employment



Potential Solutions

- Building coalitions with local business, educational, and political leaders (e.g. greater MSP coalition)
- Educational support for future generations (e.g. ONE Minneapolis)
- Promote free or affordable tuition for high school students of color graduating on time
- Collaborate with specialized schools to recruit and increase promotion in demand areas (health care)
- Focus on innovation with local Fortune 500 companies to increase jobs (agribusiness, medical)
- Monitor and report annual disparities and progress for state
- Increase oversight through administrative agencies to focus on internal disparities
- Increase funding for programs investing in communities of color
- Allocate resources for economic infrastructure in communities of color
- Build healthier communities = better opportunities and educational attainment
- Increase minimum wage in state
- Increase outreach and enforcement on employers
- Enforce policies that increase equality and decrease discrimination with employers
- Eradicate barriers towards employment for communities of color (EEOC)
- Hold leaders and institutions accountable

Racial Disparity in Education



Potential Solutions

- Make charter schools subject to civil rights law
- Raise parental expectations with support for students (tutoring)
- Build stability in the family (economic, health care, housing, etc.) - collaborate with community organizations to achieve this
- Better support and awareness about the importance of math/science
- Create targeted geographic achievement zones
- Engage, support parents to start with the children at birth (NAZ Model)
- Informal meetings for parents, teachers, and providers

Racial Disparities in Minneapolis

Overarching Causes of Disparity

IMMEDIATE CAUSES

- High case loads
- High foreclosure rates among minorities
- High unemployment rate among minorities
- Too few jobs
- Segregation in schools
- Not enough affordable housing
- Increase in incarceration of people of color
- Lack of collateral
- Lower paying jobs for people of color
- Lack of technical support and assistance
- Lack of access to capital
- Criminal record affects access to credit and employment

LEGAL AND ECONOMIC CONTEXT

- Lack of access to education and training
- Lack of political will
- Jobs not near housing
- Lack of access to resources
- Lack of enforcement of laws and policies already in place
- Over-burdened system
- Apathetic rights-holders
- Violence in home
- Low expectations

ROOT CAUSES

- History of segregation
- Poverty
- Discrimination
- Racism
- Hate and Intolerance
- Nepotism
- White privilege
- Dis-empowered rights-holders

Overarching Solutions

- Change conversation to include everyone in accountability and enforcement of laws
- Leverage spending power
- Increase oversight and monitoring
- Make all schools subject to civil rights law
- Empower families and communities
- Increase access to capital
- Empower communities
- Increase funding for children, education, and training
- Build “healthier” communities
- Increase integration of race, culture, and class
- Allocate resources to invest in communities of color
- Asset-based community building
- Build relationships
- Change public opinion and shift public will
- Interrupt cycle of poverty

The Advocates
FOR HUMAN RIGHTS

2011 ONE MINNEAPOLIS
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For more information, please visit

www.minneapolismn.gov/civilrights